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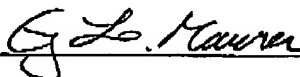
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**CENTRAL FAX CENTER****MAR 15 2005****PLEASE DELIVER DIRECTLY TO EXAMINER JOSEPH P. HIRL****Fax No.:** (703) 872-9306**Total No. Pages:** 10, including this cover sheet**Message:** Transmitted herewith for filing in the below-identified application is an Information Disclosure Statement. If you do not receive all pages or if you have problems receiving transmittal, please call Gregory L. Maurer at (503) 595-5300.**In re application of:** Scarborough et al.**Application No.** 09/922,197**Filed:** August 2, 2001**Confirmation No.** 7893**For:** ELECTRONIC EMPLOYEE SELECTION  
SYSTEMS AND METHODS**Examiner:** Joseph P. Hirl**Art Unit:** 2121**Attorney Reference No.** 5437-58514-01**CERTIFICATE OF FACSIMILE**

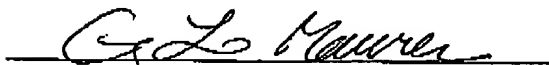
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Attorney  
for Applicant(s)Date Transmitted March 15, 2005

Encloses for filing in the above application are the following:

- ☒ Information Disclosure Statement (in duplicate)  
☒ PTO Form 1449 and references cited thereon

- ☒ Please charge the \$180.00 fee for submission of an IDS and any additional fees that may be required in connection with filing of this Information Disclosure Statement to Deposit Account 02-4550.
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Gregory L. Maurer  
Registration No. 43,781March 15, 2005  
Date

cc: Docketing

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## IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: Scarborough et al.

Application No. 09/922,197

Filed: August 2, 2001

Confirmation No. 7893

For: ELECTRONIC EMPLOYEE SELECTION  
SYSTEMS AND METHODS

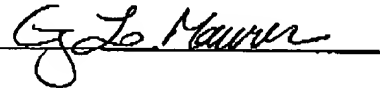
Examiner: Joseph P. Hirl

Art Unit: 2121

Attorney Reference No. 5437-58514-01

CERTIFICATE OF FACSIMILE

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Attorney  
for ApplicantDate Transmitted March 15, 2005COMMISSIONER FOR PATENTS  
P.O. BOX 1450  
ALEXANDRIA, VA 22313-1450INFORMATION DISCLOSURE STATEMENT PURSUANT TO  
37 C.F.R. § 1.97(c)

Listed on the accompanying form PTO-1449 and enclosed herewith are several English-language and/or non-English-language documents. Applicants respectfully request that these documents be listed as references cited on the issued patent. This Information Disclosure Statement ("IDS") is being mailed before Applicants received a final action, a notice of allowance, or an action that otherwise closes prosecution in the referenced application.

Copies of United States patents and United States published patent applications do not have to be provided to the Patent Office (37 C.F.R. 1.98(a)(2)(ii)). Copies of unpublished U.S. applications do not have to be provided, as long as the application is available on PAIR, as this requirement of 37 C.F.R. § 1.98(a)(2)(iii) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on October 19, 2004 (1287 OG 163). Applicants will provide copies of such patents or applications upon request.

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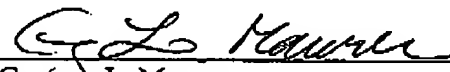
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The filing of this IDS shall not be construed to be an admission that the information cited in the statement is, or is considered to be, prior art or otherwise material to patentability as defined in 37 C.F.R. §1.56.

Respectfully submitted,

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cc: Docketing

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<b>INFORMATION DISCLOSURE STATEMENT BY APPLICANT</b>	Attorney Docket Number	5437-58514-01
	Application Number	09/922,197
	Filing Date	August 2, 2001
	First Named Inventor	Scarborough
	Art Unit	2121
	Examiner Name	Joseph P. Hirl

**U.S. PATENT DOCUMENTS**

Copies of U.S. Patent documents do not need to be provided, unless requested by the Patent and Trademark Office. For patents, provide the patent number and the issue date. For published U.S. applications, provide the publication number and the publication date. For unpublished pending patent applications, provide the application number and the filing date.

Examiner's Initials*	Cite No. (optional)	Number	Publication Date	Name of Applicant or Patentee
		US 2003/0191680 A1	October 9, 2003	Dewar †
				† listed in previous IDS of March 3, 2004, but apparently not yet considered

**OTHER DOCUMENTS**

Examiner's Initials*	Cite No. (optional)	
		"123Assess™ - Qualify Applicants in 10 Minutes!" TekMetrics, 1998, 1 page.
		"The Science Behind Our Products - Profiles International, Inc.," Profiles International, Inc., website archived May 26, 2000, 2 pages.

EXAMINER  
SIGNATURE:DATE  
CONSIDERED:

\* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.